

TITLE OF THE PAPERS

FIRST AUTHOR, SECOND AUTHOR

Abstract

Text is written in 11 and presents the topic, logic structure, methods and main results achieved in/by paper. Abstract could have 15–20 lines.

Key words: decision taking, motivation, survey, employees, effectiveness.

Classification JEL: M12 – Personnel Management.

1. Introduction

Text is starting on 0.75 from the line starting. In the introduction, is needed to explain basic issues, aim (goals) and methods used in paper.

2. Decision making in motivating employees

The quotations in the text of paper (citations of other authors) have to be presented with using bracket + cursive (*Need, 2015, p. 201*). In needed case, when presenting deduced quotation, author can use also this way of quotation (*Need, 2015, pp. 112–125*). In a case of higher number of considered authors, citations would be presented in this way (*Need, 2015; Mokka & Milk, 2014; Sweet, Salt & Cold, 2010*).

Text has to be structured clearly, into appropriate number of chapters. Recommended structure is presented (with presenting way that bullets used in paper would be written in) as follows:

- Introduction (starting points, aim and method of paper);
- Analysis of theory or current knowledge in considered theme;
- Methods;
- Results, discussion and implications of survey;
- Conclusion;
- References (at least 30 authors would be cited in the body of paper and presented alphabetically with their publications in references).

All Tables and Figures have to be referred in the text and made in “open format” (graphs imported from excel). It is needed to present the source of each Table or Figure. The title of Table is written in 11, cursive; before and after title of Table is 1 free empty.

Table 1. Presented level of employees' and managers' motivation (own source)

Area of work effort	Level of employees' motivation (share of answers in %)					Level of managers' motivation (share of answers in %)				
	Very high	Rather high	Average	Lower	Low	Very high	Rather high	Average	Lower	Low
Quality of work done	20.17	55.38	21.9	2.39	0.17	39.36	52.86	7.55	0.23	-
Increase in level of knowledge and skills	13.35	48.88	31.68	5.05	1.04	21.74	51.03	25.4	1.83	-
Cooperation with manager	8.3	43.41	38.01	7.75	2.53	20.59	57.21	20.82	1.37	-

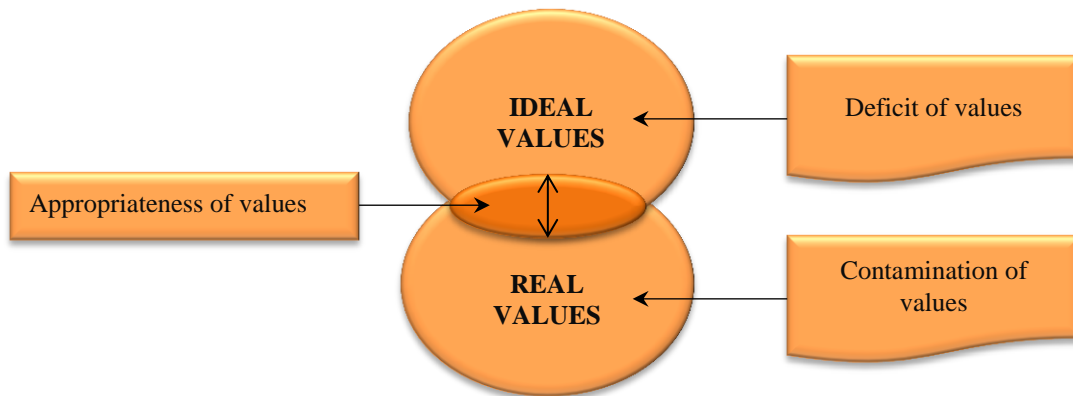


Figure 1. Relation between the ideal and real values (Giedraitis, Stašys & Ramanauskas, 2015, p. 39)

From the point of view of connected color image of journal, it is preferred when all Figures are in orange color (as is presented in Figure 1 and Figure 2).

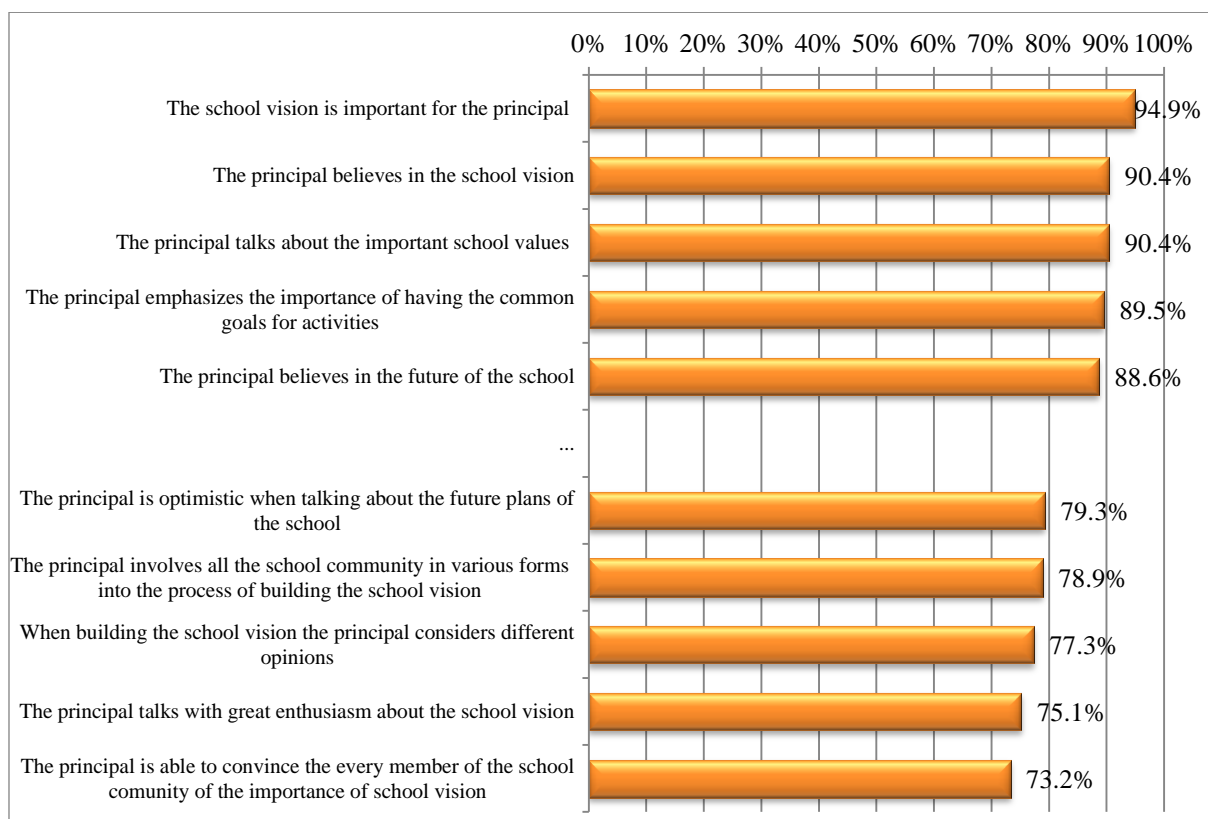


Figure 2. Highest and lowest ratings of the statements evaluating transformational leadership practice 'Setting the direction of the school activity' in the viewpoint of teachers (approval, percent), (own study)

7. Conclusion

In this chapter, author (authors) would present their conclusions (own deductions) and recommendations in considered theme.

References should be written in 11, in alphabetical order

Acknowledgement:

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References:

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- [2] Bass, B. M. (2008). *The Bass Handbook of Leadership. Theory, Research, and Managerial Applications*. New York: Free Press. 1516 p. ISBN 978-0-7432-1552-7.
- [3] Harris, A. (2010). *Pasidalytoji lyderystė mokykloje. Ateisties lyderių ugdymas [Distributed School Leadership: Developing Tomorrow's Leaders]*. Vilnius: Švietimo aprūpinimo centras. 144 p. ISBN 978-9955-611-58-5.
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